

EXHIBIT 5

ROUGH1111720VARDAMAN

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1 - ROUGH DRAFT - STUART VARDAMAN -

2 REALTIME AND ROUGH DRAFT DISCLAIMER

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4 For the parties working with realtime and rough
5 draft transcripts, understand that if you choose
6 to use the realtime rough draft screen or the
7 printout, that you are doing so with the
8 understanding that the rough draft is a
9 noncertified copy.

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11 Case: Ulku Rowe v Google LLC

12 Witness: Stuart Vardaman

13 Date: November 17, 2020

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15 REPORTER'S NOTE:

16 The rough draft transcript should not be cited at
17 any time since this deposition has been realtimed
18 and is in rough draft form. There will be a
19 discrepancy regarding page and line number when
20 comparing the realtime screen, the rough draft,
21 rough draft disk, and the final transcript.

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8 Q. Are you aware of someone identifying
9 that they know someone at Google, has that ever
10 happened?

11 A. Sure.

12 Q. Okay, and someone identifies hey, I
13 worked with this person before, I knew this
14 person, would you ever speak to that person to get
15 feedback?

16 A. No.

17 Q. Was there a process by which Google
18 could identify if someone who was a candidate was
19 known to others within Google, had worked with
20 someone at Google before, et cetera?

21 A. No. That's not how it works.

22 Q. Were you involved in the hiring and
23 recruitment of Stuart Breslow?

24 A. I was.

25 Q. Okay. Was Ruth Porat someone who

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2 knew Stuart Breslow?

3 A. Stuart, as I recall, mentioned that
4 Ruth knew of him.

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2 offer.

3 Q. Are you involved -- is the
4 recruitment team involved in the crafting of the
5 offer?

6 A. Tangentially.

7 Q. How so?

8 A. We will have obtained the candidate's
9 expectations. We represent that faithfully to the
10 offer team and the offer team works with that
11 information in mind among others, among other
12 data, and ultimately comes back with us.

13 Q. Okay. That process that you've just
14 described for me generally, is that the process
15 that you followed with respect to the head of
16 financial services position in Tariq's
17 organization?

18 A. That search was ultimately canceled.
19 So without some of the last points that I had
20 highlighted yes, it was.

21 Q. Do you remember what process -- at
22 what point that process ended we respect to the

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17 Q. You can put that document aside.

18 Were you involved in recruiting

19 Stuart Breslow at Google?

20 A. Yes, I was.

21 Q. In what ways were you involved?

22 A. I was the primary recruiter, however
23 that search was different than some because Google
24 had retained an external search firm to do primary
25 execution on it.

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2 Q. For what position was he being
3 recruited?

4 A. It was a managing director, as I
5 recall, of compliance.

6 Q. What level?

7 A. MD would have been synonymous with an
8 L 9.

9 Q. Do you recall who he interviewed
10 with, who his panel was?

11 A. No, ma'am, I don't.

12 Q. And so just to be clear: He was not
13 recruited for the head of financial services role,